

DSE III: MDH 606: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Course Objective:

To explore the concepts and techniques of the essential elements of International HRM and to enable the students to recognise its critical issues .The course aims to understand HRM concerns in the cross cultural scenario.

Learning Outcomes:

The course aims to equip students to:

- i. Understand the impact of culture on Human Resource Management and how HRM differs across cultures
- ii. Comprehend issues and challenges pertaining to International HRM
- iii. Understand how International HRM can develop competencies in dealing with cross cultural issues
- iv. Understand the different functional roles of HRM in various international contexts like recruitment, selection, performance management, training, compensation and repatriation.
- v. Understand the issues and trends in International Industrial relations

Course Contents:

Unit I

(3 Weeks)

Introduction to concepts of culture and nationality; Impact of culture on international business environment; Hofstede's approach; cross cultural differences at work; strategies to managing workforce diversity; Diversity management programme; International Human Resource Management: Difference between domestic and international HRM.

References:

Dowling J.P, Festing, Engle-International Human Resource Management, Cengage Learning, Chapter 1

Rao Subba.P-International Human Resource Management, Himalaya Publishing, Chapter 5

Unit II

(3 Weeks)

International Workforce planning and staffing: Issues in supply of international human resources; International Recruitment; International staffing choice, different approaches to multinational staffing decisions; Types of international assignments; Selection criteria and techniques; Successful expatriation, Causes of expatriate failure, female expatriation.

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References:

Sengupta Nilanjan,Bhattacharya Mousumi-International Human Resource Management,Excel Books Chapter 4,12

Dowling J.P,Festing,Engle-International Human Resource Management,Cengage Learning,Chapter 5

Unit III

(3 Weeks)

Performance appraisal: Criteria for performance appraisal, Variables that influence expatriate performance appraisal. Issues and challenges in international performance management;Compensation: Objectives of expatriate compensation plan, Factors affecting international compensation, Approaches to expatriate compensation: Going rate approach, Balance sheet approach, Cultural impact on compensation policy.

References:

Dowling J.P,Festing,Engle-International Human Resource Management,Cengage Learning,Chapter 6,8

Sengupta Nilanjan,Bhattacharya Mousumi-International Human Resource Management,Excel Books Chapter,Chapter 6,7

Unit IV

(3 Weeks)

Training & development of international staff: Areas of global training, cross cultural training, Diversity training. Cross cultural team building; Repatriation: Process, Problems of repatriation; Cross border Mergers and Acquisitions: HRM perspective; International industrial relations: Key Players in industrial relations, Labour unions and MNC's, Employee relations in MNC's, Response of labour unions to MNC's.

References:

Sengupta Nilanjan,Bhattacharya Mousumi-International Human Resource Management,Excel Books Chapter,Chapter 5,8

Dowling J.P,Festing,Engle-International Human Resource Management,Cengage Learning,Chapter 9

Bhattachaya Kumar Deepak-Cross Cultural Management,PHI Learning,Chapter 9

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Text Books:

1. Sengupta Nilanjan, Bhattacharya Mousumi-International Human Resource Management, Excel Books.
2. Dowling J.P, Festing, Engle-International Human Resource Management, Cengage Learning.
3. Bhattacharya Kumar Deepak-Cross Cultural Management, PHI Learning.

Additional Readings:

1. Schuler, R.S, Briscoe, D.R and Claus: International Human Resource Management, Routledge New York.
2. Edwards, T. & Rees, C., International Human Resource Management: Globalization, National Systems and Multinational Companies, London: Financial Times/ Prentice Hall.

Note: Latest edition of the readings may be used.

Teaching Learning Process:

Lectures, Presentations, Case studies, Term paper on a particular topic

Assessment Methods:

Internal assessment	25 marks
Written exam	75 marks

Keywords:

Workforce diversity, Cross cultural training, International staffing, International performance management, International industrial relations, Expatriate compensation